



SOUTHERN UNIVERSITY LAW CENTER

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

June 16, 2014

Dr. Ronald Mason, President
Southern University System
J.S. Clark Administration Building
Baton Rouge, LA 70813

Dear President Mason:

Submitted herewith is Southern University Law Center's Final Revised Annual GRAD Act Report, year four (2014).

The point of contact for this report is:

John Pierre, Vice Chancellor
Southern University Law Center
Baton Rouge, LA 70813
jpierre@sulc.edu
Phone: 225-771-2552
Fax: 225-771-2474

Should you have questions or require additional information, please let me know.

Sincerely,

Freddie Pitcher, Jr.
Chancellor

cc: Marty Fortner
LeAnn O. Detillier

***SOUTHERN UNIVERSITY LAW CENTER
GRAD ACT Annual Evaluation (Year 4) (REVISED)
June 16, 2014***

***Prepared by John K. Pierre
Vice Chancellor for Institutional Accountability
And Evening Division
Southern University Law Center
P. O. Box 9294
Baton Rouge, Louisiana 70813
(225) 771-2552 (Phone)
(225) 771-2474 (FAX)***

Performance Objective

1. Student Success

The Southern University Board of Supervisors approved the establishment of baseline data, benchmarks or goals, and six year targets for performance by the Southern University Law Center contained in Attachment D of the GRAD ACT Template for Establishing Initial Performance Agreement Baseline, Benchmarks, and 6-year Targets. The GRAD ACT provisions applicable to the Law Center relative to student success included the following targeted measures:

- (a) 1st to 2nd Year Retention Rate
- (b) Same institution Graduation Rate
- (c) Institutional Median LSAT Scores
- (d) Institutional Passage rate on the Bar Examination

With respect to retention, the Southern University Law Center's baseline data included actual data for the 1st year students enrolled in Fall 2006, Fall 2007, and 2008 that were retained as 2nd year law students in the Fall 2007, Fall 2008, and Fall 2009 respectively to calculate a three year average of the 579 first-year students enrolled over the aforementioned three year period, 473 were retained as second year students for a 3 year average baseline rate of 81.6%. The retention rate goal for the reporting period was 83%. For purposes of the 2014 annual report the following data is applicable

- ♦ 153 enrolled in Fall 2012
- ♦ 124 retained in Fall 2013
- ♦ Calculated Rate - 81.4% (Goal Met)

The Southern University System Board of Supervisors has promulgated policies that require each campus or constituent unit of the Southern University System to implement enrollment management strategies/policies that would enable the campus/constituent institution to achieve cohort graduation rates, retention rates, and graduation productivity goals that are consistent with institutional peers. With respect to 1st to 2nd year retention rate goals at the Southern University Law Center, the enrollment management and retention strategies/policies that have allowed the Law Center to meet GRAD ACT performance goal by being within two percent points of 83%. The Law Center intensified its efforts with respect to the Law Center's School Year Academic Assistance Program and the Law Center's counseling services by pouring more resources into the Academic Assistance Program and counseling services. Upper class teaching assistants were hired to work with first year law students to develop and improve the study skills and analytical skills of first year law students.

With respect to the same institution graduation rate, the Law Center's baseline data included actual data for first year full-time students enrolled in fall 2004, Fall 2005, and Fall 2006 who graduated within three years in Spring 2007, Spring 2008, Spring 2009 respectively which was used to calculate a three-year average. Of the 415 first-year full-time students enrolled during the aforementioned three year period, 332 graduated in three years for a three-year average of 80%.

For purposes of the 2014 annual report the following data is applicable:

- ♦ 229 Full-time First Year Students Enrolled in Fall 2010
- ♦ 186 Full-time Cohort From Fall Graduated in Spring 2013
- ♦ Calculated Rate - 81.2% (Goal Met)

As stated previously, the Southern University Board of Supervisors has promulgated policies that require the Law Center to implement enrollment management strategies/policies that would enable the Law Center to achieve cohort graduation rates that are consistent with institutional peers. With respect to graduation rates at the Law Center, the enrollment management strategies/policies have led to graduation rates that meet GRAD ACT performance goal which was set at 82%, because the rate was within 2 percentage points of the goal. Law Center resources are being poured into the Office of Academic Success. The Office of Academic Success has intensified efforts to provide supplemental resources to students who have completed their first year so that those students can graduate in a timely manner. In addition, the Office of Academic Success has worked more closely and cohesively with the Law Center's Vice Chancellor for Academic Affairs, the Vice Chancellor for Institutional Accountability and Evening Division, Associate Vice Chancellor for Student Affairs, and Associate Vice chancellor for Enrollment Management.

Other student Success Measures

Graduation Productivity – 2014 Annual Report

- ♦ 217 Completers in 2012-13
- ♦ 1,079 FTE in 2012-13
- ♦ Calculated Ratio – 19.3%

Award Productivity – 2014 Annual Report

- ♦ 217 Completers in 2012-2013
- ♦ 1,162 FTE in 2012-2013
- ♦ Calculated Ratio - 19.3%

Median profession School Entrance Exam Score of Entering Class

- ♦ Institutional Median LSAT Scores-Average Fall 2007, 2008, 2009 1st year -145
- ♦ Institutional Median LSAT Score – Fall 2013 – 146 (Goal Met)

Institutional Passage Rates on Bar Exam for 1st Time July Test Takers

The baseline data for the Southern University Law Center included actual data for 2007, 2008, and 2009 graduates who sat for the July 2007, July 2008 and July 2009 bar examination as first-time takers. Of the 301 graduates for the aforementioned respective period who took the aforementioned respective July bar examinations, 182 passed the exams for a three year average of 60.46%. The state average for the respective period was 69.9%. Hence the Law Center's institutional rate as compared to the state rate for the respective three year period was 86.76%, calculated as follows: $\frac{\text{Institutional Rate (60.46\%)}}{\text{State Rate (69.69\%)}} = 86.76\%$

State Rate (69.69%)

For purposes of the 2013 annual report the following data is available

- ♦ 112 graduates sitting for July 2013 bar exam for first-time
- ♦ 47 graduates passing exam
- ♦ Calculated Rate (Institutional Passage Rate) – 42%
- ♦ State Passage Rate - 60.36%
- ♦ Institutional Passage Rate/State Passage Rate: 42%/60.36%
- ♦ Calculated as a percent: 70% (Goal Not Met)

The benchmark performance objective for the reporting year was 88%.

The Law Center results for first time takers in July 2012 fell by 13%, while the state's first time passage rate fell by 7% from the previous year. The Law Center has engaged in intensified efforts to raise the first time passage rate for July 2014 by offering more bar preparation sessions during the academic year. The reduction in pass rate for both the Law Center and the state average is attributable to a new bar examination testing scheme that has raised the minimum score needed to pass the exam from 490 to 650. The reduction in passage rates is a matter deep concern for the Law Center.

The Law Center has had more students enrolled in courses designed to help students better prepare for the Louisiana Bar Examination. The courses include:

1. Statutory Analysis I;
2. Statutory Analysis II;
3. Advanced Federal Practice;
4. Advance Torts;
5. Advanced Constitutional Law;
6. Advanced Civil Code;
7. Special problems in Commercial Law; and
8. Special problems in Business

3. Workforce and Economic Development

The Southern University Board of Supervisors approved the establishment of baseline data benchmarks or goals, and six year targets for performance by the Southern University Law Center relative to Workforce and Economic Development as contained in Attachment D of the GRAD ACT Template for Establishing Initial Performance Agreement Baseline, Benchmarks and 6-year Targets. With respect to workforce and Economic Development, the Law Center was required to develop a targeted measure for placement rates for graduates. The Law Center's baseline data included placement rates on a 3 year average for 2007, 2008, and 2009 graduates. Of the 367 graduates for the aforementioned respective period, 274 were placed in jobs within 9 months after graduation for same aforementioned respective period for a three year average baseline rate of 74.65%. For purposes of 2014 annual report the following data is applicable:

Number of 2013 graduates 206.

Number Placed in Jobs 147.

Calculated Percent 71.36%. (Goal not met)

The placement rate for Law Center graduates mirrors the downturn in jobs available to law graduates due to the national recession and economic downturn. The economic downturn is expected to affect graduates for the 2014 class negatively as well. The prospects for that class are not rosy and are expected to be very gloomy for 2014 graduates.

The goal for 2013 was 76%. Because of the gloomy prospects for employment in the legal profession over the last three years, the Law Center has intensified efforts to enhance employment opportunities through clinics, internships, and externships. These experiential learning opportunities enhance the ability of Law Center students to find employment in a tough legal market. Furthermore, students are being encouraged to explore nontraditional career paths.

Experiential learning opportunities help make law students more "practice ready" and enhance skill sets needed to be a legal professional. The Law Center also provides stipends to law students who volunteer in the summers to work for public agencies and entitles, non profit organizations and entitles, and judges through the Public Interest Law Fellowship program. This program is designed to improve "practice" skills of students.

4. Institutional Efficiency and Accountability

Upon entering the initial performance agreement, the Southern University Law Center was required to adhere to a schedule established by the Southern University Board of Supervisors to increase nonresident tuition / fee amounts that were not less than the average tuition/fee amount charged to Louisiana residents attending public Historically Black Law Schools in other Southern Regional Education Board states. The Law Center developed a plan to increase non-resident tuition/fee amounts by \$1,000 per year as follows:

<u>Nonresident Tuition/Fee Amounts</u>					
Base-Year	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>
	\$4,600	\$5,600	\$6,600	\$7,600	\$8,600
	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>		
	\$9,600	\$10,600	\$11,600		

With respect to the plan to increase non-resident tuition/fees, the Law Center anticipated that for the 2010-11, 2011-12, and 2012-13 academic year, the impact of non-resident tuition/fee increases will not detrimentally affect enrollment while increasing self-generated revenue for the Law Center due to increases in nonresident tuition/fees. Beyond the 2012-13 academic year, it is difficult to speculate what impact the increased nonresident tuition/fees would have on enrollment and revenue for 2014-15 and beyond. Because of the decline nationally in applications to law schools, there should be fewer nonresidents attending the Southern University Law Center in 2014-15 and beyond.

The total tuition and fees charged to nonresidents for the 2009-2010 academic year was \$4,600. The actual peer non-resident tuition/fee amount for the 2009-2010 academic year was \$11,600. The difference between the peer non-resident tuition/fee amount and the Southern University Law Center nonresident tuition/fee amount was \$7,000. For the 2014 annual report, the following data is available:

Southern University Law Center 2013-2014 Non-resident tuition/fee amount - \$8,600.

♦ 2013-2014 Peer Non-Resident tuition/fee amount \$11,600.

♦ Calculated Percent difference from peer amounts 74%.

Southern University Law Center
GRADACT – Section 5
Performance Objectives Data

5(a) Number of students by classification

• Headcount – fall 2012

(1) Undergraduate students	0
(2) Graduate/Professional School Students	755

• Annual Full-Time Equivalents (FTE)

(1) Undergraduate students	0
(2) Graduate/Professional School Students	1,162

5(b) Number of Instructional Staff Members students by classification– fall 2012

(1) Instructional Faculty Headcount	60
(2) Instructional Faculty FTE	40.6

5 (c) Average Class Students –to-Instructor Ratio

• Average Undergraduate Class Size-N/A

5(d) Average Number of Students per Instructor –fall 2012 28.6

• Ratio of FTE students to FTE instructional faculty

5(e) Number of Non-Instructional Staff Members-Fall 2013

(1) Fall 2012 Non Instructional Staff Members Headcount	37
(2) Fall 2013 Non Instructional Staff Member FTE	37

5(f) Number of Staff in Administrative areas-Fall 2011

(1) Number of Executive/Managerial Staff 23

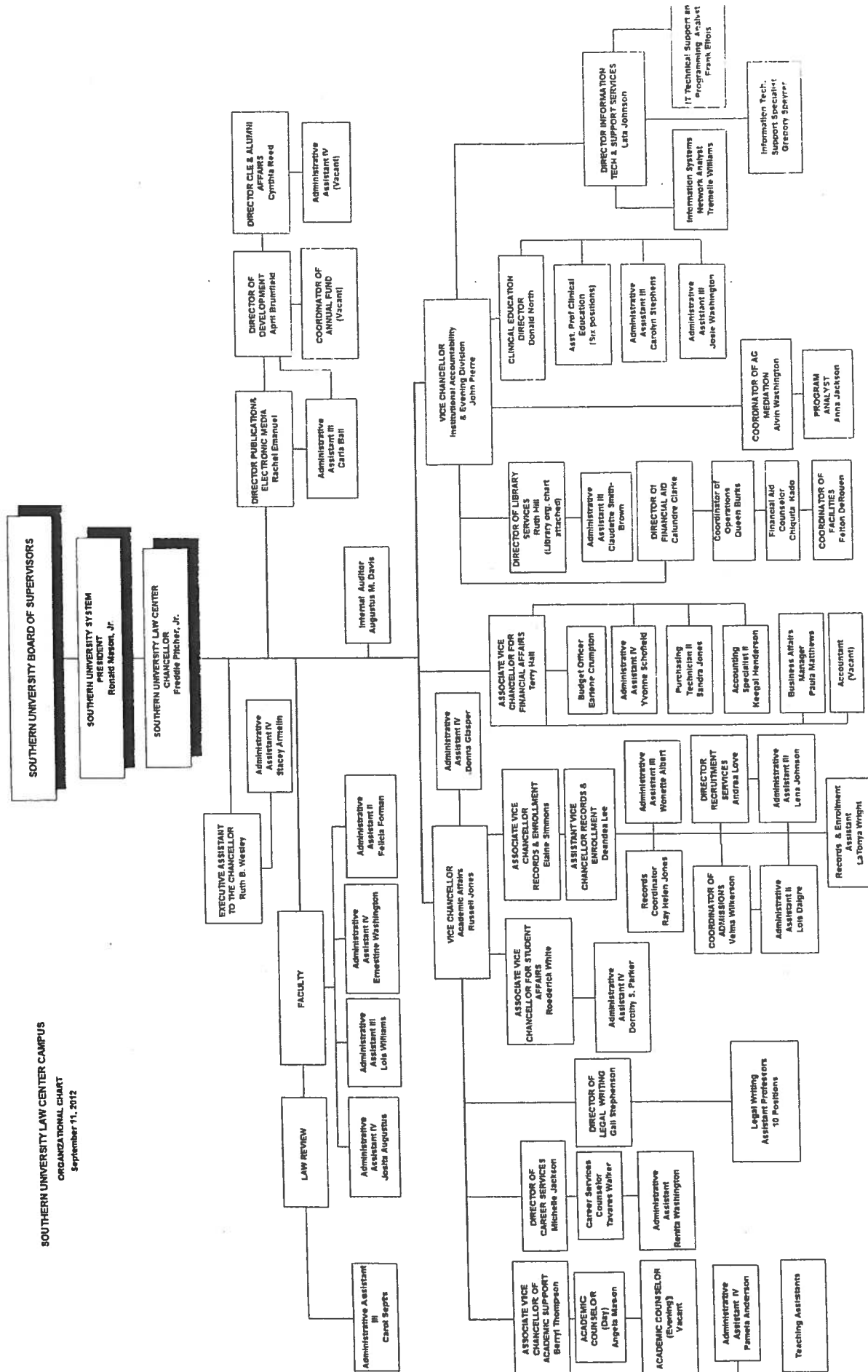
i.	Academic Affairs	5
ii.	Institutional Accountability	18

(2) Number of Executive/Managerial Staff FTE 23

i.	Academic Affairs	5
ii.	Institutional Accountability	18

5(g) Organizational Chart – See Attachment 1

SOUTHERN UNIVERSITY LAW CENTER CAMPUS
ORGANIZATIONAL CHART
 September 11, 2012



5(h)

POSITION	TOTAL BASE SALARY FALL 2012	SALARY CHANGES SINCE 6/30/2008
Chancellor	\$218,284	0
Vice Chancellor for Institutional Accountability and Evening Division	\$140,000	0
Vice Chancellor for Academic Affairs	\$140,000	0
Associate Vice Chancellor for Student Affairs	\$115,000	0
Associate Vice Chancellor for Finance and Business Affairs	\$95,880	0
Associate Vice Chancellor for Academic Counseling	\$95,288	0
Associate Vice Chancellor For Enrollment Management	\$89,000	0

2012-2013

Southern University Law Center Expenditures

Expenditures by Function:	Amount	% of Total
Instruction	\$ 5,096,116	39.0%
Research	\$ -	0.0%
Public Service	\$ 68,559	0.5%
Academic Support**	\$ 1,535,383	11.8%
Student Services	\$ 1,041,466	8.0%
Institutional Services	\$ 3,521,940	27.0%
Scholarships/Fellowships	\$ 202,920	1.6%
Plant Operations/Maintenance	\$ 1,293,795	9.9%
Total E&G Expenditures	\$12,760,179	97.8%
Hospital	\$ -	0.0%
Transfers out of Agency	\$ 292,321	0.0%
Athletics	\$ -	0.0%
Other	\$ -	0.0%
Total Expenditures	\$13,052,500	100.0%